



Mission

• STATEMENT •

Our Mission is to maintain Peace and Order by providing the highest quality police services in response to community needs by:

- *Apprehending Criminals*
- *Preventing Crime*
- *Developing Partnerships*
- *Respecting Individuals*

MINIMUM REQUIREMENTS FOR POLICE RECRUITS

AGE: Applicant must be 20 years of age on the day of the written test. No upper age limit.

CITIZENSHIP: U.S. Citizen or permanent resident who has applied for citizenship prior to the day of the written test.

EDUCATION: Graduate of a U.S. high school or G.E.D. equivalent.

VISION: No worse than 20/70 correctable to 20/20 if you wear glasses or hard contacts. There is no minimum requirement for soft contacts if corrected to 20/20.

DRIVER'S LICENSE/I.D.: You must possess an official picture I.D. on the day you take the written test. A valid California Class C Driver's License will be required once you are hired.

DISQUALIFICATION: Any felony conviction or any conviction for domestic violence.

“GO FOR THE GOLD” RECRUITING SEMINARS 2009

Tuesdays - 6:00 p.m. - 1401 Broadway, San Diego, California 92101

January 6 • February 10 • March 10 • April 7 • May 5

June 9 • July 7 • August 11 • September 8

October 6 • November 10 • December 1

Applicants are highly encouraged to attend one of these seminars before applying. There is no fee and reservations are not necessary.

POLICE RECRUIT SELECTION PROCESS

- Written Test
- Pre-Investigative Questionnaire (PIQ)
- Physical Ability Test (PAT)
- Comprehensive Background Investigation
- Polygraph
- Appointing Authority Interview
- Psychological Screening
- Medical Exam

BENEFITS

Four-day work week

11 paid holidays per year

13 days paid annual leave per year to start

(up to 21 days per year depending on length of service)

Flexible Benefits Plan

(Cafeteria style benefit package including health, dental, vision)

Excellent retirement program - 3% at age 55

401K and deferred compensation plans available

Tuition reimbursement - \$1000 per year

30 days paid military leave per year

Paid overtime

Special assignment pay

Shift differential pay

Educational incentive pay

PROMOTIONAL OPPORTUNITIES

Police Chief

Assistant Police Chief

Police Captain

Police Lieutenant

Police Sergeant

Police Detective

Police Officer III

FOR ADDITIONAL INFORMATION

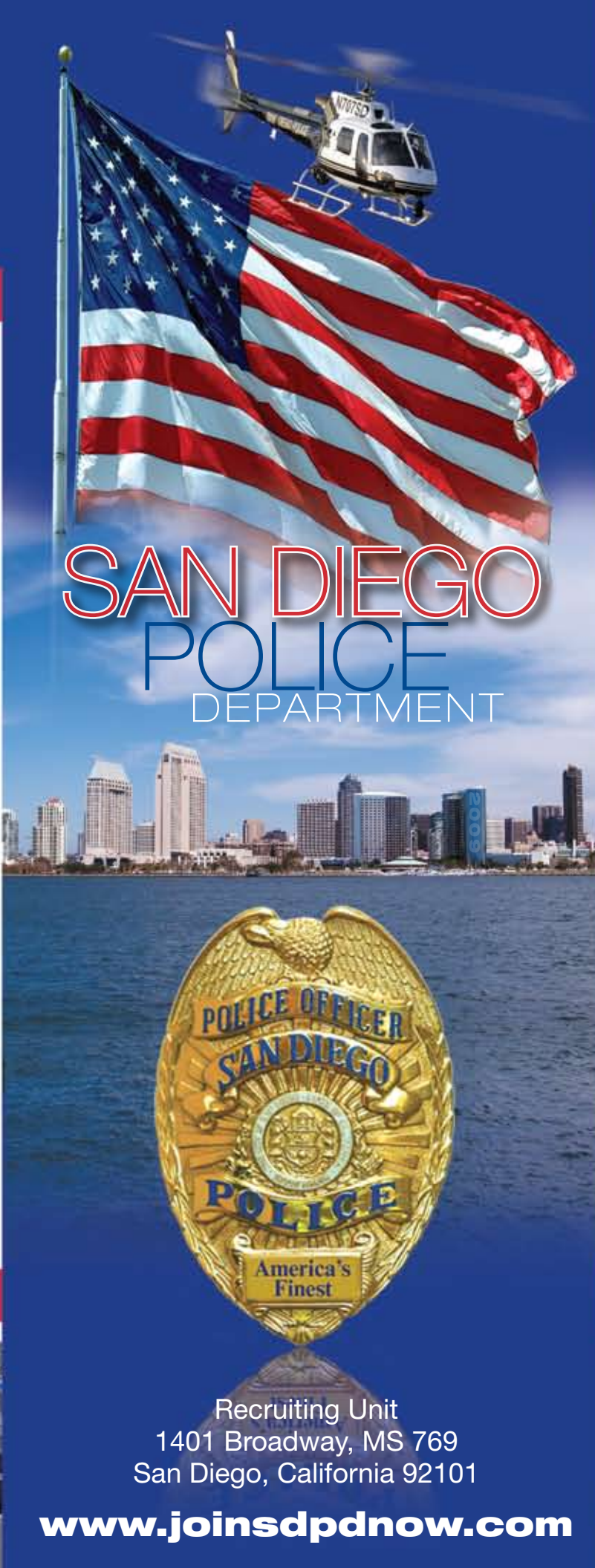
www.joinsdpdnow.com

619.531.COPS (2677)



This information will be provided in alternative formats upon request.
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6/09



SAN DIEGO POLICE DEPARTMENT



Recruiting Unit
1401 Broadway, MS 769
San Diego, California 92101

www.joinsdpdnow.com



PEACE OFFICER JOB DIMENSIONS

Appearance
Communication Skills
Credibility as a Witness in Court
Dependability
Desire for Self-Improvement
Integrity
Interest in People
Interpersonal Sensitivity

Judgement Under Pressure
Learning Ability
Physical Ability
Problem Solving Ability
Observational Skills
Operation of a Motor Vehicle
Willingness to Confront Problems

POLICE ASSIGNMENTS

Uniform Assignments

Patrol
Traffic
Motorcycle Officer
Juvenile Services
Mounted Enforcement
S.W.A.T.
Canine Handler
Media Services
School Safety Patrol
Harbor Patrol
Bicycle Patrol
Beach Patrol
Air Support Unit
Gang Suppression Unit
Community Relations
Firearms Instructor
Border Crime Intervention Unit
Critical Incident Management Unit

Special Assignments

Crime Suppression Unit
Training Division
STAR/PAL
Operational Support

Detective Assignments

Auto Theft
Crimes Against Persons
Crimes Against Property
Criminal Intelligence Unit
Economic Crimes Unit
Gang Detail
Internal Affairs
Narcotics
Sex Crimes
Domestic Violence
VICE
Arson (M.A.S.T.)
Child Abuse
Elder Abuse
Internet Crimes Against Children
Homicide
Robbery

Crime Stoppers
Neighborhood Policing Teams
Recruiting Unit
New Technology

POLICE RECRUITS

This position is the City's entry-level law enforcement position. Recruits begin the Police Academy at a starting salary of over \$48,000.00 a year. After completing the Police Academy, recruits are promoted to Police Officer I, with an annual salary of over \$54,000.00. Police Officers work a 4 day / 10 hour schedule.





POLICE RECRUIT TESTING PROCESS

The City of San Diego Police Recruit testing process is a two-day event. Candidates must complete the following steps within the same week:

1. *Attend and pass one written test; and*
2. *Attend the Physical Abilities Test on the Saturday following the written test.*

Candidates must complete both days of testing before the backgrounds process can begin. Candidates must bring a driver's license or other official identification with their picture and signature to the testing site. They must also know their social security number.

DAY ONE

Candidates take the written test. The written exam starts at 8:30 a.m. for day tests and 6:00 p.m. for evening tests. Candidates should arrive 30 minutes prior to the start of the exam. Allow approximately 3 hours to complete the application and examination process.

Written Test Locations:

Balboa Park Club Ballroom - Balboa Park Recital Hall *Free parking*
2150 West Pan American Road, San Diego, CA 92101

Directions: NORTH on I-5, Take B ST. CIVIC CENTER Exit, Go LEFT on B ST. Go RIGHT on PARK BLVD., Go LEFT on PRESIDENTS WAY. SOUTH on 163, Take PARK BLVD./5 SOUTH Exit, Exit on PARK BLVD., Go LEFT on PARK BLVD., Go LEFT on PRESIDENTS WAY. SOUTH on I-5, Take 10TH AVE. Exit, Go LEFT on A ST., Go LEFT on PARK BLVD., Go LEFT on PRESIDENTS WAY.

SD Regional Public Safety Institute-NTC *Free parking*
4347 North Harbor Drive, San Diego, CA 92101

Directions: NORTH on I-5, Take the HAWTHORN ST. exit toward San Diego Airport, Turn SLIGHT LEFT onto W HAWTHORN ST., Turn RIGHT onto N HARBOR DR., Turn RIGHT on MCCAIN ROAD. SOUTH on I-5, Take the exit toward WASHINGTON STREET, Turn SLIGHT LEFT onto HANCOCK ST., Turn RIGHT onto W WASHINGTON ST., Turn LEFT onto PACIFIC HWY., Turn RIGHT onto W LAUREL ST., Turn RIGHT onto N HARBOR DR., Turn RIGHT on MCCAIN ROAD.

DAY TWO

Candidates take the Physical Abilities Test which is a timed obstacle course that simulates a suspect chase. Candidates will have three minutes and thirty seconds to complete the test. Candidates should wear comfortable exercise type clothing and should arrive at least 30 minutes prior to the start of the test. The Physical Abilities Test begins at 6:00 a.m. After completing the test, candidates will complete a pre-investigative questionnaire. The Physical Abilities Test and completion of the pre-investigative questionnaire is a 6 hour process. Please plan accordingly.

Physical Abilities Test Location:

San Diego Regional Law Enforcement Training Center
Miramar College (behind the tennis courts) *Free parking*
10440 Black Mountain Road, San Diego, CA 92126

Directions: NORTH on I-15, Take CARROLL CANYON RD. Exit, Go LEFT (SOUTH on I-15 Go RIGHT) on CARROLL CANYON RD. for 0.4 Mile, go NORTH on BLACK MOUNTAIN RD. 0.5 Mile, Miramar College is on the RIGHT. SOUTH on I-805, Take MIRA MESA BLVD. Exit, Go RIGHT on MIRA MESA BLVD. 5.3 Miles, Go RIGHT on BLACK MOUNTAIN RD. 0.5 Miles, Miramar College is on your RIGHT. SOUTH on I-5, Take I-52 EAST, NORTH on I-805, Follow I-805 Directions. NORTH on I-5, Take I-805 SOUTH to MIRA MESA BLVD., Follow I-805 Directions.

SAN DIEGO POLICE DEPARTMENT • AMERICAS FINEST • TO PROTECT AND SERVE

2009 TEST DATES & TIMES

The 2009 City of San Diego Police Recruit test dates and times are specified below. Space is limited and entrance to the exam is on a first come, first served basis. **THE TEST DATES ARE SUBJECT TO CHANGE WITHOUT NOTICE.** Prior to attending, please verify the test dates with the Recruiting Unit at 619-531-2148, the City of San Diego Testing Office at 619-236-6358 (M-F 10:00 a.m. - 5:00 p.m.) or via the internet at: **www.joinsdpdnow.com**

JANUARY

SAT 10	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 14	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 16	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 17	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

JANUARY/FEBRUARY

SAT 31	8:30 a.m.	SD Regional Public Safety Institute-NTC (Written Test)
THU 5	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 6	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 7	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

MARCH

SAT 14	8:30 a.m.	SD Regional Public Safety Institute-NTC (Written Test)
WED 18	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 20	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 21	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

APRIL

SAT 11	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 15	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 17	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 18	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

MAY

SAT 9	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 13	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 15	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 16	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

JUNE

SAT 13	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 17	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 19	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 20	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

JULY

WED 8	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 10	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 11	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 18	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

AUGUST

WED 19	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
SAT 22	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
FRI 28	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 29	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

SEPTEMBER

SAT 12	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 16	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 18	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 19	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

OCTOBER

SAT 10	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 14	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 16	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 17	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

NOVEMBER

SAT 14	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
WED 18	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 20	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 21	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

DECEMBER

SAT 5	8:30 a.m.	SD Regional Public Safety Institute-NTC (Written Test)
WED 9	6:00 p.m.	Balboa Park Club Ballroom (Written Test)
FRI 11	8:30 a.m.	Balboa Park Club Ballroom (Written Test)
SAT 12	6:00 a.m.	SD Regional Law Enforcement Training Center (PAT Test)

PRACTICE PHYSICAL ABILITIES TESTS -Candidates wishing to practice the Physical Abilities Test before starting the process may do so every Thursday, 1:00 p.m. at San Diego Regional Law Enforcement Training Center, Miramar College (behind the tennis courts) 10440 Black Mountain Road, San Diego, CA 92126. **Practices will be cancelled without notice in the event of inclement weather.** Additional practice sessions are available upon request. Please contact recruiting at (619) 531-COPS (2677) for details.

LATERAL TRANSFERS - POLICE OFFICER I REQUIREMENTS: Graduation from a California P.O.S.T. certified academy (minimum of 800 hours) within the last one (1) year. Applicants with certificates over one year old may qualify if they have been employed as a full-time paid sworn Peace Officer with a California City Police, County Sheriff or State law enforcement agency within the last one year. **POLICE OFFICER II REQUIREMENTS:** Graduation from a California P.O.S.T. approved academy with a Basic Peace Officer's Course Certificate, California Basic P.O.S.T. Certificate or completion of the California POST Basic Course Waiver Evaluation AND two (2) years of City Police, County Sheriff, State or Federal law enforcement agency performing correction duties, patrol functions, or traffic enforcement within the last one year. Time as a recruit/trainee in a Police Academy does not qualify for the experience requirement. Qualified out-of-state applicants who lack the required California P.O.S.T. Certificate may apply but will be required to attend a paid Police Academy to satisfy California State Certification requirements. This certification is necessary to work as a police officer for the City of San Diego. Additional details and on-line applications for these positions are available at <https://apps.sandiego.gov/pjaol/currijob/open.jsp>

RESERVE OFFICERS - Applicants must possess a Level I Basic P.O.S.T. certificate and be 21 years of age. Pre-employment qualifications for reserve officers are identical to those established for a full time position. Qualified applicants should call (619) 446-1010.

SWORN POLICE

CLASSIFICATIONS PAY SCALE

As of July 2009 (hourly rate)

Position	Step C	Step D	Step E
Police Recruit		23.22	
Police Officer I	26.04	27.24	28.59
Police Officer II	33.18	34.88	36.51
Police Officer III	34.85	36.62	38.34
Police Detective	34.85	36.62	38.34
Police Sergeant		42.33	44.33
Police Lieutenant		53.68	56.16
Police Captain		64.74	67.74

Add On Pay (Article 63 of POA MOU)

2-Wheel Motorcycle (Motor Pay)	3.5% of base rate
A.I.B.	4% of base rate
Admin. Assignment (Sgts Only)	5% of base rate
Air Support Trainers	3.5% of base rate
Bilingual Pay	3.5% of base rate
Bilingual Pay (Temporary)	3.5% of base rate
Canine Pay	3.5% of base rate
Canine Trainers	3.5% of base rate
Community Relations Officer	3.5% of base rate
Detective	5% of base rate
Emergency Negotiators	3.5% of base rate
F.T.O. Pay	5% of base rate
Flight Pay (Primary Pilot)	11.5% of base rate
Harbor Unit Pay	4% of base rate
In-Service Training Pay	3.5% of base rate
Mounted Patrol	3.5% of base rate
Mounted Patrol Trainers	3.5% of base rate
S.W.A.T. Team Pay	3.5% of base rate
S.W.A.T. Trainer	3.5% of base rate
S.W.A.T. Sniper	3.5% of base rate

Shift Differential (Article 62 of POA MOU)

2nd Shift	3.8% of base rate
<i>If majority of work hours fall after 1800 hrs, employee qualifies for 2nd Watch pay.</i>	
3rd Shift	5.3% of base rate
<i>If majority of work hours fall after 2100 hrs, employee qualifies for 3rd Watch pay.</i>	

Educational Incentive (Article 15 of POA MOU)

Intermediate POST	6% of base rate
Advanced POST	8.5% of base rate